



St. Stephen's E-NEWS

WHERE GOD IS SEEN, LOVE IS FELT, LIVES ARE CHANGED.

May 6, 2022

ORDINATION POSTPONED: A MESSAGE FROM FR. BAILEY NORMAN

Friends –

Like all of you, I feel a profound sense of disappointment that we will not be able to celebrate Ashton's ordination to the priesthood as planned this Saturday, May 7th. Obviously this postponement is out of everyone's control, and we pray for Bishop Cole as he recovers from COVID. We are extremely thankful that he has mild symptoms and is quarantining solely to prevent the spread of the virus to others.

First, as of today, **all of our activities will remain as usual this Sunday**. A number of our staff and other parishioners who were present and close to the Bishop this prior Sunday have been tested. So far all the results have been negative (including me). I understand that some of you may be cautious about coming in-person for this weekend with this news. As always, we will have our 10 AM service live-streamed. If you wish to receive communion delivery this Sunday, please e-mail me at revnorman1011@gmail.com.

I want to make clear that we are working hard to reschedule the ordination as soon as possible. The Bishop's office, led by Canon Michelle Bolt, has been extremely adept in working to move all of the Bishop's appointments over the next several days, which includes the ordination and his upcoming Sunday visitation to Grace Church, Chattanooga. The Bishop himself is disappointed for these events to be postponed, and he has made it clear to Ashton and me that **setting a new date for the ordination is a priority**. As we work with the schedules of not only the Bishop but also Ashton and his family and guests who will be attending, please be patient. We will announce a make-up date as soon as we can confirm it with all parties involved.

Simply put, we are delaying a great celebration for our parish. Please keep Ashton in your prayers as he extends his preparation for this wonderful call a little farther. I eagerly look forward to sharing this day with all of you in the very near future.

~ Fr. Bailey



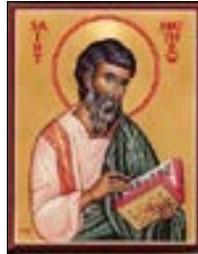
SUNDAY WORSHIP

This is the Fourth Sunday of Easter, and we will have our usual services at 7:45 and at 10 a.m. Our readings will be:

- Acts 9:36-43
- Psalm 23
- Revelation 7:9-17
- John 10:22-30

SUNDAY BIBLE STUDY

The Sunday Bible Study resumes on May 8, 2022, at 9 a.m. looking at **MATTHEW, THE SUCCESSFUL MAN.**



PEACE BELL PRAYERS

Prayers for Ukraine, hosted by the Oak Ridge Ministerial Association

Every weekday from 11:45 to 12 noon.

Come as you are. Prayers are offered, scripture is read, and the bell is rung, with the hope that peace may ring out in our hearts and around the world.

WEEKLY PRAYERS

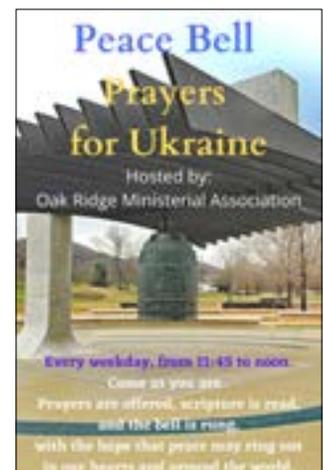
WE PRAY FOR PARISH MEMBERS

Jane Heischman
Jonathan Heischman
Mary Helsley
Audrey Henry
Mark Henry

Please include these people in your prayers.

EYF

Unfortunately, we are cancelling EYF this Sunday, May 8th. We had intended to go bowling; however, COVID has reared its ugly head again so we need to postpone. A number of people at church either have it or have been exposed to it. Tentatively, we will try to bowl a week from this Sunday if everyone is on the mend. Please stay safe! ~Craig Brent





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FLUTE CONCERT

Angela Massey, Flute and
Chee-Hang See, Piano present
"Appassionata"

Join us for an exciting program with the highly acclaimed artists of the Astralis Chamber Ensemble, presenting expressive works from classical music. The concert will include Prokofiev's magnificent sonata, a French fantasy by Hüe, Beethoven's famous "Pathétique" Sonata; and an impressive work for piccolo by Matt Smith that has become an audience favorite.



Sunday, May 15, 2022, 3 p.m.

BLANKETS+ CAMPAIGN

To help Ukrainians displaced by the war, please donate to the Blankets+ Campaign by **May 31, 2022**. The Outreach Committee will match the first \$300 in donations. Organized by Church Women United in Oak Ridge, the campaign will directly help women and children through Church World Service. CWS has a long history of working with families and protecting displaced children in Europe and around the world, and the need is great – 89% of the Ukrainian refugees crossing into Moldova, for example, are women and children.



You may write a check to St. Stephen's with "Blankets+" on the memo line.

VOCARE: MAY 20-22

College students and Young Adults are invited to join us for Vocare #2, **May 20-22, 2022!** Vocare is a renewal weekend for college students and young adults as they prepare to make significant decisions that will determine the course of their adult lives. We offer a series of talks, small groups, and reflection time. [Registration is available online.](#)

HERE I AM DAY RETREAT

Every baptized Christian is called to ministry. Sometimes God's call to us is clear; other times we need help to figure it out. On Saturday, May 21, 2022, beginning at 8:30 a.m., join Bishop Brian, Commission on Ministry members, and other ministry leaders to explore the many ways of living out a call to ministry in the Episcopal Church. [Learn more about Here I Am Day.](#)



GIFTS & MEMORIALS

The Gifts & Memorials Committee wants to be sure that any **material donations and/or gifts** are appropriate and support the operations and missions of St. Stephen's.

Therefore, a Gifts & Memorials sub-committee has been established to preview and screen all potential material donations given to the church.

If you have an item you think is needed or would be useful to the church please contact one of the Gifts & Memorials committee members listed below who can answer any questions you may have regarding your donation.

The existing [relevant policy is C-10, Section II F.](#)

"Refers to the Material Gifts Sub-Committee for determination (of) all material gifts intended for use in the church such as furnishings, equipment, art, etc. provided:

1. That the gift is an item consistent with the décor and use of such items within Episcopal Churches,
2. That the acceptance does not increase the operating expenses of the Parish (for instance a vehicle). If that is the case, Vestry approval is required.

Note: Material gifts in some cases may be offered to heads of Parish committees and programs such as gifts of books to the Library, donations to the Archives, to the Kitchen, to Christian Education, etc. They may be accepted by them provided they meet these criteria and will not increase the operating cost of the church. If an acknowledgment or registry in the Gifts and Memorials registers is desired, Gifts and Memorials should be notified."

GIFTS & MEMORIALS SUB-COMMITTEE

- Barb Bovee
- Barbara Neill
- Barbara Steele
- Deborah Clary



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UPDATE ON RECTOR CALL PROCESS

As we eagerly await Ashton's ordination, I want to update the parish on another process about which I am frequently asked. The following is a succinct and accurate summary of these questions that come to me almost daily, "When are we finally going to call you as Rector and drop the Priest-in-Charge label?"

This Sunday, May 8, I invite you to attend a forum in the chapel at 11:30 on this very subject. I will go over the final steps and timeline of this process and update you on the Vestry's work in this regard. For those who cannot attend, I will offer a written report of my presentation – and some notes on any questions that are asked – in the E-News next week.

To go over some background before the meeting, my time with you so far has been a continuation of the discernment process for the parish and especially the Vestry. For my first two years, every six months we have had a meeting called a Mutual Ministry Review with Canon Michelle Bolt from the diocese. The purpose of this process has been to continue some of the work from the Rector Search – identifying roles and responsibilities, setting development goals, and assessing the work done on those goals.

Before I officially began as Priest-in-Charge in March 2020, the Vestry and I worked with Canon Michelle to identify the aforementioned goals that would shape our work together. At the end of this letter, I have attached the goals straight out of my Letter of Agreement with the parish.

Our fourth Mutual Ministry Review was held this past Wednesday, April 27, 2022. In this meeting, Canon Michelle laid out the final steps that need to be taken before the Vestry can make an official call. I will go over this in more detail on Sunday and in my article next week, but the biggest step is updating these goals for the Vestry and Rector's work over the next 3-5 years. I find this task to be absolutely essential before taking this next step forward. In one sense, the title of Rector by itself only gives me permanence, whereas the Priest-in-Charge title essentially implies a longer-term interim status. The work of setting these goals, however, gives not only the clergy and Vestry but the entire congregation a clear and defined mission for where we are going. In other words, it gives purpose and shape to what my potential ministry of being your Rector looks like AND what form OUR ministry together will take.

To be clear (since I've been asked this many times!), the plan all along has been for me to ultimately be called as your Rector. We are almost there! But this last bit of work is crucial enough that I want the congregation to know what we are doing and to get your input before we hit the finish line on this particular marker.

Come with your questions on Sunday, and for those who can't be there, please feel free to e-mail any questions you may have about this process to me or to your Senior Warden Judith Delaney. I look forward to sharing this vision with all of you for where we are going as a strong and faithful community of disciples.

Bailey

DEVELOPMENTAL TASKS OF THE PRIEST-IN-CHARGE PERIOD

The priest-in-charge period brings a level of stability to a time of continued transition in a parish's identity, mission, and ministry, and is therefore, a prime time for addressing potential obstacles to systemic health and growth in faithfulness, as well as exploring new possibilities and previously unexplored directions. The priest-in-charge will work with the vestry and other lay leadership to:

- Identify and examine recent shifts in the parish's circumstances, including but not limited to staffing, service times, use and condition of the physical plant, changing demographics in the parish and the surrounding community, and financial realities.
- Refine and articulate the congregation's particular identity, what it dreams of becoming and accomplishing as the body of Christ, apart from previous clergy leadership and in its current context.
- Continue to strengthen current evangelism efforts and carry out planned evangelism within the congregation and community.
- Implement a routine plan for clear parish communication with regards to priorities and ministry initiatives.
- Redefine and manage shifts in leadership roles that have evolved through transition, and continue to support emerging leadership, especially with regards to strengthened lay leadership, building additional capacity as necessary.
- Develop a sustainable approach to mission and ministry, allowing for shifts in ministry priorities to match the energy for the roles needed.
- Acknowledge and examine the congregation's history, including its relationships with previous clergy and lay leadership, paying particular attention to affective considerations (feelings of sadness, hope, grief, joy, etc.).
- Address unresolved conflicts and issues.
- Renew, maintain, and when necessary adjust relationships between the congregation and its staff so that each may be an effective resource and support to the other.
- Strengthen relationships within the Episcopal Church across East Tennessee, including the office of the Bishop.